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## SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q16-Q21):

### NEW QUESTION # 16

Which of the following activities does the SAP Business Technology Platform support? Note: There are 2 correct answers to this question.

- A. Application integration
- B. Rapid implementation of on-premise solutions.
- C. Data management
- D. Talent management

**Answer: A,C**

Explanation:

Solution:

- A. Application integration - SAP Business Technology Platform explicitly supports application integration, enabling secure connection of processes, APIs, and data across hybrid landscapes via the SAP Integration Suite.
- C. Data management - BTP provides comprehensive data management capabilities, including database, data warehousing, analytics, modeling, and preparation to ensure a unified and governed data foundation.
- B. Rapid implementation of on-premise solutions - BTP focuses on cloud-based integration, development, and data services rather than accelerating on-premise solution deployment.
- D. Talent management - Talent management is delivered through SAP SuccessFactors HR modules, not a core activity of SAP BTP.

Final correct answers (from learning.sap.com): A and C.

### NEW QUESTION # 17

Which of the following features in SAP SuccessFactors Work Zone enhance employee productivity and engagement? Note: There are 2 correct answers to this question

- A. Role-based security and compliance
- B. Data-driven payroll insights
- C. Personalized guided experiences
- D. Collaborative workspaces

**Answer: C,D**

Explanation:

- A. Collaborative workspaces - SAP SuccessFactors Work Zone provides collaborative workspaces that help break down silos, encourage team interaction, and foster engagement across the organization.
- B. Personalized guided experiences - The platform offers personalized, role-based guided experiences to streamline processes and present the most relevant content and tasks to each employee, enhancing productivity and satisfaction.
- C. Data-driven payroll insights - That's a feature of Employee Central Payroll, not Work Zone.
- D. Role-based security and compliance - While important, security and compliance features are foundational, not specifically highlighted as productivity or engagement enhancers in Work Zone.

Final answer (from learning.sap.com): A and B.

### NEW QUESTION # 18

Which of the following are traditionally considered pillars of human resource management? Note: There are 3 correct answers to this question

- A. Talent management
- B. Customer experience
- C. Learning and development
- D. Core HR and payroll
- E. Strategic planning

**Answer: A,C,D**

Explanation:

Based on the official SAP SuccessFactors documentation on learning.sap.com, the three traditionally recognized pillars of Human Resource Management are:

A. Learning and development

\* Confirmed as one of the "traditional four pillars of human resource management" in SAP SuccessFactors: recruiting, learning and development, performance management, and compensation management.

B. Core HR and payroll

\* While not listed among those same four pillars, Core HR and Payroll is a foundational, administrative cornerstone of HR-explicitly part of the SAP SuccessFactors platform's core HR capabilities, often grouped under "Core HR"

C. Talent management

\* TALENT MANAGEMENT encompasses recruiting, performance, and development-directly aligning with several of those key pillars and commonly referenced as a central HR domain in SuccessFactors suite architecture.

Final selections (3 correct): A, B, and C

### NEW QUESTION # 19

What is the primary focus of Diversity, Equity & Inclusion in the context of people sustainability?

- A. To maximize individual growth potential
- B. To prioritize physical health and safety in the workplace
- C. To ensure financial well-being and stability for all employees
- D. To promote a sense of belonging for all employees

**Answer: D**

Explanation:

Solution:

A. To promote a sense of belonging for all employees

According to learning.sap.com, in the context of people sustainability's Diversity, Equity & Inclusion (DEI) pillar, the focus is on:

\* "treating each individual fairly and equitably, regardless of social identity ... and ensuring they feel a sense of true belonging"

B. To maximize individual growth potential - More aligned with the Empowerment & Growth sustainability pillar.

C. To prioritize physical health and safety in the workplace - Falls under the Health & Safety pillar.

D. To ensure financial well-being and stability for all employees - Linked to the Well-being & Balance pillar.

Final correct answer (from learning.sap.com): A. To promote a sense of belonging for all employees.

### NEW QUESTION # 20

Which of the following are examples of how SAP Business AI can add value in the area of talent management? Note: There are 2 correct answers to this question.

- A. Learners can leverage the SAP SuccessFactors Opportunity Marketplace to streamline the curation of their learning content.
- B. Recruiters and hiring managers can use AI to generate and modify job descriptions and interview questions.
- C. People managers can accelerate key decision-making by quickly identifying employee skills gaps.
- D. Employees can identify ways to streamline and make the onboarding process more efficient.

**Answer: B,C**

Explanation:

The correct answers-directly from the "Use Cases for SAP Business AI for Talent Management" lesson on learning.sap.com-are:

A. Recruiters and hiring managers can use AI to generate and modify job descriptions and interview questions.

\* Specifically, "Recruiters and hiring managers can use AI to generate job descriptions and recommend interview questions."

C. People managers can accelerate key decision-making by quickly identifying employee skills gaps.

\* The lesson states: "People managers can accelerate key decision-making by quickly identifying employee skills gaps."

learning.sap.com B is a valid use case-but it's described under SAP Business Technology Platform (BTP) in the context of onboarding process automation, not SAP Business AI.

D refers to the Opportunity Marketplace, which is used for career growth recommendations-not content curation via AI. The relevant AI-powered feature is actually the Talent Intelligence Hub, not the Opportunity Marketplace.

Correct selections: A and C.

## NEW QUESTION # 21

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